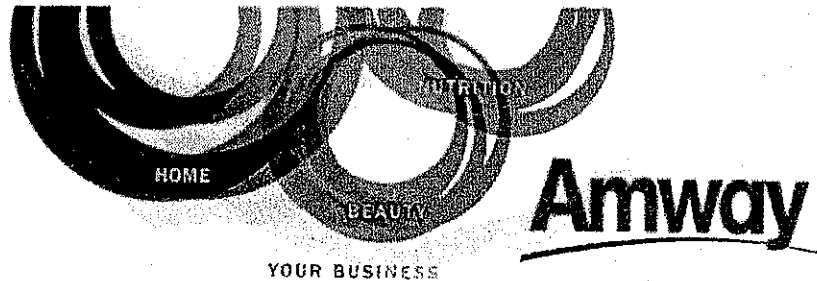


7575 FULTON STREET EAST
ADA, MICHIGAN 49355 0001

www.amway.com

May 3, 2011



Chairman Phil Pavlov
Senate Education Committee
State Capitol
Lansing, Michigan

Re: Teacher Tenure Reform & Amending Public Employee Relations Act

Dear Chairman Pavlov:

On behalf of Amway Corporation, a Michigan company based in Ada – just outside of Grand Rapids – I wish to express the company's support for needed changes to Michigan's teacher tenure law and the Public Employee Relations Act.

Amway is very involved and supportive of the Grand Rapids Public Schools (GRPS) "Schools of Innovation" program – and is a committed partner to the Business, Leadership and Entrepreneurship (BLE) Center of Innovation. The BLE, in only its second year of operation, has experienced much success. However, just like the GRPS' School of Health, Science and Technology, and University Prep Academy, BLE has experienced the "bumping" of staff members by teachers with greater seniority from outside the Schools of Innovation.

This process – based on mechanical equation, rather than competency, work ethic and instructional skills – has greatly hurt BLE and similar schools of innovation. Teachers who are committed to teaching in an innovative environment – receiving highly specialized training and much investment in their training and education – are often shown the door. Teachers bumped into these positions from other schools are not vested in these positions, and do not have the same interest in seeing these Schools of Innovation succeed.

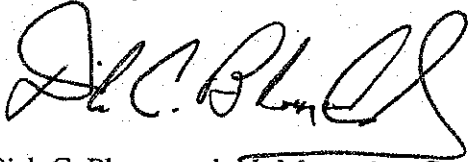
Amway, and other members of the Civic Action Group of Grand Rapids, has a vested interest in fostering innovative school models, allowing school districts to retain effective schools of innovation-based teams. This interest centers on changing the way that education is delivered in this state, bringing true reform to the process and resulting in students who are fully prepared to take on the world when they graduate.

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Amway has committed significant resources to the GRPS Schools of Innovation program and wishes to see it succeed. To succeed, reforms to the Teacher Tenure Law and Public Employee Relations Act must be enacted. **As such, Amway favors changes to both laws that allow the Schools of Innovation program to keep highly motivated teachers on board who may have lower seniority and even be on probationary status. The Schools must be given the necessary flexibility.**

Thank you for allowing Amway to submit these concerns.

Respectfully,

A handwritten signature in black ink, appearing to read 'D.C. Bloemendaal', with a stylized flourish at the end.

Dirk C. Bloemendaal, Managing Counsel
Corporate Government Affairs

cc: Members of the Senate Education Committee